

**CITY OF SAN JOSE
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP)
BENEFIT & COMPENSATION SUMMARY
JULY 1, 2005 – JUNE 30, 2008**

SALARY

- Each employee shall receive a general wage increase of 1.50% effective July 3, 2005.
 - Each employee shall receive a special salary adjustment of 0.30% effective July 3, 2005.
- Each employee shall receive a general wage increase of 3.75% effective July 2, 2006.
- Each employee shall receive a general wage increase of 3.00% effective July 1, 2007.

BILINGUAL PAY

An employee who is required to use a non-English language on a regular basis may be eligible to receive a bi-weekly payment of \$29 for oral only bilingual or \$40 per pay period for oral/written translation. Employee must be certified as bilingual by the Employee Services Department.

MANAGEMENT PERFORMANCE PROGRAM (MPP)

The Management Performance Program is an employee evaluation system that provides performance based wage increases in addition to the negotiated general wage increases.

Each employee who is not already at top step may be eligible to receive a performance based increase for the rating period. Each employee is eligible to receive up to forty (40) hours additional executive leave in recognition of commendable or outstanding performance as part of the annual performance evaluation. Please refer to City Policy Manual (CPM) Section 4.02 for additional information.

PROFESSIONAL DEVELOPMENT PROGRAM (PDP)

Effective July 1, 2005, each eligible employee may be reimbursed for 100% of expenses incurred, up to \$1,000 per fiscal year (July 1 – June 30) for the purchase of textbooks, college accredited courses, non-college accredited courses, continuing education units, adult education classes, workshops, seminars, memberships in professional associations, professional licenses and professional certificates which are either related to or beneficial for the employee's current position, or related to or beneficial for a lateral transfer, promotion or other career opportunity within City service. Please refer to CPM Section 5.02 for additional information.

*Temporary employees **are not eligible** for this benefit.*

PROFESSIONAL MEMBERSHIPS

Each employee is eligible for reimbursement for membership fees or dues paid for the maintenance of a license required to perform employee's job and for dues paid for membership in one (1) additional job-related professional association.

*Temporary employees **are not eligible** for this benefit.*

RETIREMENT

Full-time eligible employees are members of the Federated City Employees' Retirement System. Currently, the City contributes 17.12% of base salary to the employee's retirement fund, and the employee contributes 6.06% of base salary.

The Federated Retirement System provides eligible employees with a monthly allowance as well as medical and dental benefits dependent upon years of service. To be eligible to receive a monthly allowance, the employee must have a minimum of five (5) years of service in the Retirement System and be at least fifty-five (55) years of age. The Federated Retirement System provides eligible employees with medical benefits after fifteen (15) years of service and dental benefits after five (5) years of service; however employees should refer to the Federated Handbook for specific rules and benefits. The monthly retirement allowance is based on the following formula:

Years of Service x 2.5% x Final Compensation = Monthly Retirement Allowance.

The maximum retirement benefit a retiree may receive is 75% of their final compensation.

Note: Final Compensation is the highest average salary during twelve (12) consecutive months.

*Part-time and temporary employees **are not eligible** for membership in the City's retirement system, but participate in the "PTC" plan in lieu of Social Security wherein the City and the employee each contribute 3.75% of gross income to a defined contribution retirement account.*

DEFERRED COMPENSATION PLAN

To supplement retirement income, employees may put aside a percentage of gross taxable income up to a maximum set by Section 457 of the IRS code and have that money placed in investments on a tax-deferred basis.

Please contact Employee Services, Deferred Compensation Division for the current maximum amount that may be deferred.

Assets under this plan are available only upon retirement, separation from City service, or death. Additional contribution options are available to employees age fifty (50) and older and those within three (3) years of retirement.

HEALTH INSURANCE*

Each employee may select from one of three available plans. The City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10% of the premium for the lowest priced plan up to a maximum of \$25 per month.

Effective the first pay period of payroll calendar year 2006, the City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10% of the premium for the lowest priced plan up to a maximum of \$50 per month.

Effective the first pay period of payroll calendar year 2007, the City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10% of the premium for the lowest priced plan up to a maximum of \$100 per month.

Effective the first pay period of payroll calendar year 2008, the City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10% of the premium for the lowest priced plan up to a maximum of \$150 per month.

If the employee selects a plan other than the lowest priced plan, the employee pays the difference between the total cost of the selected plan and the City's contribution towards the lowest priced plan.

The three available plans are described in detail in the City of San Jose Employee Benefits Handbook and in pamphlets available in the Employee Services Department.

DENTAL INSURANCE*

The City will provide dental insurance for eligible employees and their dependents in accordance with one of the two available plans. Both of these plans are described in detail in the City of San Jose Employee Benefits Handbook and in pamphlets available in the Employee Services Department.

For full-time employees, the City pays 100% for the employee or employee and dependent coverage.

Effective the first pay period of payroll calendar year 2006, the City will pay 100% of the lowest priced plan for the employee or the employee and dependent coverage. For any other plan, the City will pay 95% for the employee or the employee and dependent coverage.

HEALTH AND DENTAL IN LIEU

The purpose of the payment-in-lieu of health and/or dental insurance program is to allow employees who have alternative health and/or dental insurance coverage to drop the City's insurance and receive a payment in lieu.

An employee may choose, during open enrollment or within thirty (30) days of a qualifying event, to drop health and/or dental coverage and receive a payment in-lieu equal to one-half of the City's contribution toward health and/or dental coverage. To qualify, the employee must prove acceptable alternate group coverage and work 35+ hours/week.

FLEXIBLE SPENDING ACCOUNTS - MEDICAL/DEPENDENT CARE

The City participates in Dependent Care Assistance and Medical Reimbursement Programs. Under these programs, employees may put aside up to \$5,000 in pre-tax income to pay for eligible dependent care and may set aside up to \$2,500 in pre-tax income for eligible medical care.

LIFE INSURANCE

The City shall pay the full premium for employee coverage equal to two (2) times the employee's annual salary. Additional employee coverage equal to two (2) times the employee's annual salary is available at employee cost. Dependent coverage of \$10,000 for spouse and/or dependent children is also available at employee cost.

*Part-time and temporary employees **are not eligible** for this benefit.*

OPTIONAL BENEFITS

Optional benefits are available for employee, spouse/domestic partner** and children at employee expense. These optional benefits include but are not limited to:

- Personal Accident Insurance
- Long Term Care Insurance
- Commute Assistance Program

Please contact Employee Services for more information.

LONG-TERM DISABILITY

Employees have the option to purchase long-term disability insurance which will subsidize their income in the event of a non-work related injury or illness, after the first thirty (30) days of said injury or illness. The City does not participate in the State Disability Insurance plan. Therefore, if an employee suffers a non-work related injury or illness and is unable to work, the employee would not receive any City compensation. Employees must use accrued leave balances to receive compensation during the thirty (30) day waiting period when using the long-term disability benefit.

*Temporary employees **are not eligible** to purchase long-term disability insurance.*

EMPLOYEE ASSISTANCE PROGRAM

The City recognizes that professional counseling is an important benefit to assist employees in resolving personal and family issues which may otherwise affect the employee's job performance and well being. Through the EAP, licensed counselors are available to help employees resolve issues and identify strategies for coping with difficult situations.

The City will provide up to five (5) counseling sessions per incident per fiscal year at no cost to the employee.

*Part-time and temporary employees **are not eligible** for this benefit.*

SUBSTANCE ABUSE POLICY

It is the policy of the City to maintain a safe, healthful and productive work environment for all employees. The City will act to eliminate any substance abuse which increases the potential for accidents, absenteeism, substandard performance, poor employee morale or tends to undermine public confidence in the City's workforce.

The Substance Abuse Policy prohibits employees from reporting to work under the influence of alcohol or drugs, exhibiting symptoms of alcohol or drug use, using, possessing, selling or providing drugs or alcohol while on duty, and employees shall not have their ability to work or be on paid standby impaired as a result of the use of alcohol or drugs. Additionally, employees are required to notify their supervisor when any medication or drug they are taking could create an unsafe and dangerous situation. Employees may be requested to submit to a drug and/or alcohol analysis when there is reasonable suspicion that an employee is intoxicated or under the influence of drugs or alcohol.

The City offers self-referral and rehabilitation/treatment options for employees that may be experiencing a problem with alcohol and/or drug use. The City pays 70% of a first occurrence rehabilitation program and the employee pays 30% as approved by the Employee Assistance Program (EAP).

Please refer to CPM Section 3.06 for complete policy.

*The Substance Abuse Policy applies to all employees, however part-time and temporary employees **are not eligible** for the Employee Assistance Program benefit.*

HOLIDAYS*

Full-time employees receive fourteen (14) paid holidays which include:

New Years Day	Columbus Day
Martin Luther King Day	Veterans Day
Presidents' Day	Thanksgiving Day
Cesar Chavez Day	Day After Thanksgiving
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	New Years Eve Day

VACATION

Vacation accrues at the following rates for each paid hour (either worked or paid absence):

Years of Service	Hourly Rate	Annual Hourly Accrual (Full Time)
1 – 5	.05875	120 hours
6 – 14	.07750	160 hours
15+	.09625	200 hours

Vacation may not be taken until the employee has been employed for at least thirteen (13) bi-weekly pay periods. If an employee separates from City service prior to completing thirteen (13) bi-weekly pay periods, the employee is ineligible to receive payment for any vacation balance.

The current vacation carryover limit is 240 hours.

Effective the first pay period of payroll calendar year 2007, employees will continue to accrue vacation at the current rate in accordance with their years of service. Effective the first pay period of payroll calendar year 2007, employees may only accrue vacation up to a maximum of two (2) times their annual accrual rate. Once an employee reaches their maximum accrued vacation limit, the employee will not accrue vacation until their vacation balance falls below the maximum limit.

Employees who currently have accrued vacation balances that are in excess of the limits below will maintain their current balance, however they will not accrue vacation until their balance falls below the maximum limit.

Years of Service	Maximum Accrued Vacation
1 – 5	240 hours
6 – 14	320 hours
15+	400 hours

Effective the first pay period of payroll calendar year 2007, employees' paychecks will reflect actual accrued vacation balances and the maximum vacation accrual amount.

VACATION SELLBACK

Once per payroll calendar year (normally in November), employees may sell back up to eighty (80) hours of earned, unused vacation if employee took five (5) consecutive days of vacation and/or holiday leave the previous year.

Effective the first pay period of payroll calendar year 2006, employees may elect to sell back vacation up to four (4) times per year, not more than once per quarter, for a maximum sell back of eighty (80) hours of accrued vacation per year.

Effective the first pay period of payroll calendar year 2007, employees may elect to sell back up to ninety-six (96) hours of vacation if employee took five (5) consecutive days of vacation and/or holiday leave the previous year.

Please refer to CPM Section 6.09 for complete policy guidelines.

EXECUTIVE LEAVE*

Executive leave is a benefit provided in recognition of the hours in excess of forty (40) hours per week, which may be necessary but are not directly compensated on an hourly basis. Executive leave is awarded as hours/days off, up to a maximum of forty (40) hours/ five (5) days during a payroll calendar year. Executive Leave is not an accrued benefit and unused leave does not carry over from year to year.

The Management Performance Program (MPP) provides that the Department Director or designee may approve up to forty (40) additional hours of executive leave for employees who receive a performance appraisal of commendable or outstanding.

When an employee is hired into a position eligible for executive leave, the leave may be prorated during the first year dependent upon the hire date. Please refer to CPM Section 6.05 for complete policy guidelines.

SICK LEAVE

Paid sick leave accrues at a rate of .04616 for each paid hour (either worked or paid absence). For a full-time employee, this equals approximately one (1) day per month.

Accrued sick leave may be used for the care related to the illness or injury of employee's child, mother, father, spouse, or domestic partner**.

Up to a total of forty-eight (48) hours of accrued sick leave per calendar year may be utilized if the employee is required to be absent for the care related to the illness or injury of the employee's grandchild, brother, sister, father-in-law, mother-in-law, step-father, step-mother, or step-child.

SICK LEAVE PAYOUT

Members of the Federated Retirement System who retire with at least fifteen (15) years of service are eligible to receive, upon retirement, payout for a portion of their unused earned sick leave at the rate of:

Accrued Sick Leave Hours	Sick Leave Payout
0 – 399 Hours	50% of final hourly rate
400 – 799 Hours	60% of final hourly rate
800 – 1,200 Hours	75% of final hourly rate

If employee's balance is greater than 1,200 hours, employee is also eligible for a payout of 75% of the value of sick leave in excess of 1,200 hours that is earned but unused during the two (2) years prior to retirement.

*Part-time and temporary employees **are not eligible** for this benefit.*

MILITARY LEAVE

Persons employed by the City continuously for one year prior to engaging in active military duty for training may take paid military leave for up to thirty (30) calendar days per fiscal year. Please refer to CPM Section 6.02 for additional information.

DISABILITY LEAVE

If required to be absent from work due to a work related illness or injury, employees may receive a supplement which, when added to the Workers' Compensation Temporary Disability, equals 85% of the employees' base salary, up to a maximum of nine (9) months (274 days or 1560 hours if used intermittently).

*Part-time and temporary employees **are not eligible** for this benefit.*

LEAVES OF ABSENCE

Unpaid leaves of absence may be granted for up to twelve (12) months, with possible extension of up to six (6) months. (Employees on unpaid leave may continue their insurance benefits by paying full premiums.) Please refer to CPM Section 6.01 for program details.

BEREAVEMENT LEAVE

Each full-time or benefited part-time employee shall be granted bereavement leave with full pay for up to forty (40) hours to attend to the customary obligations arising from the death of any of the following relatives of such employee or employee's spouse or employee's domestic partner.**

All leave must be used within fourteen (14) calendar days following the death of an eligible person. Under extreme circumstances, the fourteen (14) day requirement may be waived by the Director of Employee Relations. The decision of the Director of Employee Relations shall be final with no process for further appeal.

- Parent/Step parent
- Spouse/Domestic partner**
- Child/Step child
- Brother/Sister
- Step Brother/Step Sister
- Half Brother/Half Sister
- Grandparent/Step-grandparent
- Grandchild
- Great grandparent
- Son/daughter in-law
- Brother/sister in-law

TIME DONATION PROGRAMS

The City has Time Donation Programs, which allow employees to donate accrued vacation to fellow employees under special circumstances. An employee must meet the criteria established under the Time Donation Policy to receive time donations.

Please refer to CPM Section 7.01 for program details.

** Reimbursement/contribution is prorated for part-time employees based on hours scheduled:*

- *30 – 39 hours = 75%*
- *25 – 29 hours = 62.5%*
- *20 – 24 hours = 50%*
- *Less than 20 hours = none*

***A domestic partner, as referenced in sections above, must be the domestic partner registered with the Employee Services Department.*